



REQUEST FOR ASSISTANCE (RFA) FORM INTAKE INTERVIEW LOG

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| <u>Date:</u> 3/7/18 | <u>Interviewer:</u> Lafayette Baker | RFA #18 – 27 |
| <u>Name of Person(s) Requesting Assistance:</u> [REDACTED] | | |
| <u>Contact Numbers (telephone, e-mail, etc.):</u> [REDACTED] | | |
| <u>Status of Person(s) Interviewed (title, position, student status, etc.):</u> [REDACTED] | | |
| <u>Requested Assistance Pertaining To (name, position, policy, project, etc.):</u> [REDACTED] | | |
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To the best of your knowledge, please fill out the following:

Interviewee Status: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐
 Concern Regarding: Male ☐ Female ☐ Administrator ☐ Faculty ☐ Staff ☐ Student ☐

Category: *(Please check at least one)*

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|--|--|---|-------------------------------------|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Color | <input type="checkbox"/> Creed | <input type="checkbox"/> Disability | <input type="checkbox"/> Veteran Status |
| <input type="checkbox"/> Marital Status | <input type="checkbox"/> National Origin | <input type="checkbox"/> Race | <input type="checkbox"/> Religion | <input type="checkbox"/> Retaliation |
| <input type="checkbox"/> Sex/Gender | <input type="checkbox"/> Sexual Harassment | <input type="checkbox"/> Sexual Orientation | <input type="checkbox"/> Employment | <input type="checkbox"/> Genetic Information |
| <input type="checkbox"/> Gender Identity or Expression | | | | |

| Time Line | | |
|-----------|--------------------------------|--|
| Date | Item | Comments |
| 3/7/18 | [REDACTED] met with LB and SGS | <p>[REDACTED] told LB and SGS that [REDACTED] made a couple of comments about how [REDACTED] dressed too casually for the [REDACTED] world. [REDACTED] met his husband a couple of times</p> <p>[REDACTED] started massaging [REDACTED] shoulders. He walked by [REDACTED] and stopped and massaged his shoulders. The next day he did it again... and approximately a week later (3 times) he did it again and all when [REDACTED] was sitting at his desk.</p> <p>And then [REDACTED] talked to him about his discomfort and told him to stop. And he said. Ok I am clear and understood that.</p> <p>Approx. a week later, he comes by and does it again and [REDACTED] said. [REDACTED] we talked about this and you know you're not supposed to touch me and his response was." "it's hard when you're so cute."</p> <p>I have gay family members and I've probably have 25-50 men come onto me; I'm not homophobic and I'm also not interested.</p> <p>[REDACTED] is pretty sure he didn't say anything and then about two weeks</p> |

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| | | <p>later, he came in front of [REDACTED] and starts singing, [REDACTED], beautiful [REDACTED]" (Made up song)</p> <p>[REDACTED] was thinking "I'll be glad when he is gone from this job." [REDACTED] does not think he said anything. There were no witnesses.</p> <p>Beginning of Winter quarter [REDACTED] saw him walking down the stairs of the [REDACTED] building and that's when [REDACTED] knew he had to talk to his supervisor. [REDACTED] talked to [REDACTED] and he told [REDACTED] about the EO Office.</p> <p>He's not doing anything for the [REDACTED] The department... [REDACTED] hired him to teach [REDACTED].</p> <p>Outcome: I am not interested in a formal complaint. I'd like not to have to see him again. I have been at Western since [REDACTED].</p> |
| 3/15/18 | SGS and LB met with [REDACTED] | <p>SGS met with [REDACTED] and recounted the concerns that [REDACTED] I had. [REDACTED] indicated that he was being friendly toward [REDACTED] and not at all interested in him romantically. He said he did touch [REDACTED] on the shoulder once but said after [REDACTED] talked to him about it he stopped. He also admitted he sang and was just trying to be funny and he likes to joke. . He also said they hugged a few times. He said he regretted this happening and gave his commitment to avoid seeing [REDACTED] SGS talked to [REDACTED] about the need for personal and professional boundaries and the use of humor and joking and to avoid it when it has to deal with a protected characteristic.</p> |
| 4/6/18 | SGS and LB met with [REDACTED] | <p>SGS explained to [REDACTED] that she had a comprehensive conversation with [REDACTED] about the concerns tha [REDACTED] raised. And [REDACTED] acknowledged that he touched [REDACTED], and he sang to [REDACTED] indicated that they hug several times, but he thought it was friendly. [REDACTED] said tha [REDACTED] told him that he did not want to be touched. [REDACTED] also said he likes to joke a lot. SGS explained to [REDACTED] that joking in the workplace can be challenging because things can be misconstrued. [REDACTED] said that he has been married for several years, and he does not have romantic interest in [REDACTED]</p> <p>SGS told [REDACTED] that [REDACTED] indicated that he would avoid [REDACTED] to the best of his abilities, and he would try to notify SGS if he need to go into the [REDACTED] so that she could notify [REDACTED]</p> <p>[REDACTED] thanked SGS for helping him with this situation, and stated that he was comfortable where this currently is.</p> |